6. Salaries to teachers shall be paid not later than the tenth of the succeeding month and the necessary stamped receipts obtained in the school acquittance roll.

7. The duties of teachers shall consist of teaching in classes, preparation of notes, supervision during play hours, supervision at school and public examinations, etc., and such other items of work as the Headmaster of the school might from time to time allot to them. Teachers shall not undertake private tuition or any other extra work likely to be prejudicaial to the discharge of their legitimate school work without the written permission of the Department on the recommendation of the Manager.

8. An appeal shall lie to the Director against the orders of the Inspecting officer in regard to any dispute between the teacher and the Manager, that might be referred to him. Such appeal shall be preferred within thirty days of the receipt of the Inspecting Officers orders and the Director's decision on the matter shall be final.

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16. In Corporate Management schools, a regular All State seniority list should be maintained and promotions as Headmasters made according to seniority with the proviso in '15' above. The list should be made available to the department whenever demanded.

17. The Headmaster shall collect fees as per Departmental rules with the help of the class teacher. The Collection should be remitted by the Headmaster not later than the close of the next working day (in the Treasury or a Bank approved by the Department).

18. The Headmaster shall be responsible for the proper maintenance of a cash book on the lines followed in Departmental schools.

പ്രൈവറ്റ് അദ്ധ്യാപകന്മാർ

*ശ്രീ. കെ. കെ. കണ്ണൻ: താഴെ പറയുന്ന ചോദ്യങ്ങൾക്ക് ബഹുമാനപ്പെട്ട വിദ്യാഭ്യാസവകുപ്പുമന്ത്രി സദയം മറുപടി പറയുമോ.—

(എ) പ്രൈവറ്റ് അദ്ധ്യാപകന്മാരുടെ കാര്യത്തിൽ ഉണ്ടായ ശിക്ഷാ സമ്പ്രദായത്തിലെ തീരുമാനങ്ങൾ എന്തെല്ലാം;

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(ബി) ഈ തീരുമാനങ്ങളിൽ ഏതെങ്കിലുമോ മുഴുവനുമോ നടപ്പിൽ വരുത്തിയിട്ടുണ്ടോ?

വിദ്യാഭ്യാസവും തൊഴിലും സിവിൽ സപ്ലൈസും വകുപ്പുമന്ത്രി (ശ്രീ. പനമ്പിള്ളി ഗോവിന്ദമേനോൻ): (എ) സമ്മേളനത്തിലെ തീരുമാനങ്ങൾ അടങ്ങിയ ഗവണ്മെന്റ് പ്രൊസീഡിംഗ്സിന്റെ ഒരു പകർപ്പ് മേശപ്പുറത്തു വച്ചിട്ടുണ്ട്.

(ബി) നടപ്പിൽ വരുത്തികൊണ്ടിരിക്കുന്നു.

PROCEEDINGS OF THE GOVERNMENT OF TRAVANCORE COCHIN

EDUCATION DEPARTMENT

Service conditions of Private Secondary school teachers—improvement of

Read,—1. Letter, dated the 16th December 1949 from the President of the All Travancore Private Secondary school teacher's Association forwarding resolution passed at its meeting held on 26th November 1949 and copies of the resolutions from the several branch associations.

2. Letter dated 7th August 1950 from the Director of Public Instruction forwarding certain proposals.

Order:—ED7-12021/49, dated 19th August 1950

For sometime past, the question of improving the condition of the teachers of the Secondary schools under private managements was engaging the attention of Government. They were therefore examining the various aspects of the question especially the financial commitments involved. They have also considered the demands made by the All Travancore Teachers Association. The Director of Public Instruction was thereupon asked to submit concrete proposals in this behalf. The proposals received from the Director of Public Instruction were examined by Government and as a result of discussions with the representatives of the Teachers and the managers certain conclusions have been reached. Government have accepted these conclusions and are pleased to order as follows.—

1. *Security of Service.*—It is necessary that the teachers should be guaranteed security of service and healthy service conditions. The present provisions in the Education Code in this respect have to be enforced. The rules also have to be amplified. The rules in the amplified form are annexed to thisproceedings as appendix A.

2. *Scales of pay.*—It is considered that a uniform scale of pay and Dearness allowance should be introduced. The scales of pay and dearness allowance for the various categories of teachers as given below are ordered.

i. Headmasters of High schools—Rs. 150—10/2—200. Headmasters whose appointments are sanctioned by the department as a special case owing to special circumstances will not however be placed in the scale proposed for Headmasters generally; but will only be given an allowance of Rs. 20 p.m. in the case of small institutions and Rs. 30 p.m. in the case of large institutions. This is not however intended to apply to Headmasters who are appointed with special sanction on the ground of superior qualification and intrinsic merit. A Headmaster should have put in atleast seven years of mininum service as a graduate teacher before he is appointed as headmaster.

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(*ii*) Graduate teachers including language teachers with equivalent qualification Rs. 45-5/1-150 bar at Rs. 70 for untrained graduates.

iii. Craduate Headmasters of Middle sechools Rs. 45-5/1-75. (An allowance of Rs. 10 will be granted for undergraduate teachers who are permitted to function as Headmasters of Middle schools, provided they have reached the maximum in the scale).

Dearness allowance.—Dearness allowance at the rate of 15 per cent of the salary subject to the minimum of Rs. 15 will be sanctioned.

Payment of Salary.—Salary will be guaranteed to the teachers by the Department at the prescribed scales. The salary bill of the teachers will be presented by the Managers to the Inspecting Officer on the prescribed date. Managers will draw the salary of the teachers and disburse it to them immediately and get ther acquittance. Any case of failure to do so will be noted by the Department and will be treated as defalcation of Government money. Where such irregularities occur the Department will decide that thereafter the payment of salary to the teachers with respect to that institution shall be made direct by the department in the sence that such money will not go into the hands of the manager. Copy of the acquittance will have to be sent to the Inspecting officer within a period of 10 days from the date of receipt of the money.

Fee income.—A margin of 20 per cent out of the fee income will be allowed to the management for incurring expenditure under contingencies. Contingent expenditure will include pay of all employees other than teachers office expenses, equipment under library and Laboratory, purchase and repair of furniture, maintenance of school buildings, contribution to teachers Provident Fund, audit fee, etc. The balance amount will be remitted into Government Treasuries to the credit of the Education department. The money so remitted will come into a common pool intended as a fund for the payment of salaries to teachers. The deficit, if any, will be met by the department. The accounts of the school including contingent expenses will be audited by Government.

Provident Fund.—Contribution to the Teachers Provident Fund will be compulsory and will be at the rate of 9 pies in the rupees to be contributed by the manager and an equal amount contributed by the teacher and an equal amount by the department.

The above orders regarding fee income, salary to teachers, etc., will apply to training schools also. But the Headmasters of Tralning schools will be pleaced on a par only with the graduate teachers of High Schools.

The suggestion ot the Director of Public Instruction to implement the scheme from 1st September 1950 is accepted. He is requested to take emergent steps in the matter by issuing necessary instruction to the Managers as well as departmental Officers.

The Director of Pub'ic Instruction will forward lists in triplicate of the staff of the private Secondary schools showing details of the service, qualification, scales of pay and actual pay now being drawn by the teachers.

(By order of His Highness the Raj Pramukh)

(Sd.)

Assistant Secretary to Government

To

The Director of Public Instruction.

„ Finance Secrutary to Government.

„ Accountant-General.

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APPENDIX A

Rules relating to the service of teachers employed in Recognised schools under Private Management

1. As soon as a teacher is appointed in a sanctioned school the Manager shall immeditely issue a provisional appointment order to the teacher giving.—

(*a*) The nature of the post and the period of probation, if any,

(*b*) The scale of pay,

(*c*) Conditions of termination of service,

and shall file a copy signed by the teacher in the school records.

This appointment order is to be reckoned as an agreement and will not be affected by any change in the management.

The Manager shall also forward immediately three copies of the appointment order to the Inspecting officer (viz., Division Inspector of schools, Inspectress of Girls schools, Inspector of Primary and Middle Schools as the case may be) for approval. These orders should also bear the signature of the teachers concerned. After approval, one copy of the final order will be retained by the Inspecting Officer, one will be forwarded to the Manager and the 3rd will be forwarded to the teacher through the Manager. The order shall be of the following form.

Station.....

Date.....

Sri..... .....is appointed as (acting, permanent of probation, etc.) in..... ....school on Rs.....in the scale of..... ....from.....to.....in the vacancy of..... .....who has..... The appointment is subject to termination on either side on justifiable grounds at.....months notice, with the previous approval of the Department.

Signature.

Signature (Teachers).

Countersigned.

Inspecting Officer.

Manager.

2. Teachers appointed in acting vacancies shall be entitled to vacation salary provided their term of service previous to the vacation extends to not less than 8 months. This rule will not however apply to training vacancies. When an appointment is made for a new class division or in the long leave vacancy of a teacher, the appointment should be for the period ending with the reopening of schools in May-June next. The period should not be terminated before the closing of the schools with a view to save the vacation salary.

3. The services of a teacher shall not be terminated either by himself or by the management without the previous sanction of the department.

4. In the event of gross misconduct on the part of a teacher as calls for actions under the rules of the Code, the Manager may, pending enquiry and without notice, place the teacher under suspension. All such enquiries shall be completed by the Manager within a fortnight and a report on the subject forwarded to the Inspecting officer. The teacher should be reinstated with all benefits, if the department finds that the decision of the Manager is not justifiable.

In cases of suspensisn the Manager shall furnish the teacher with a statement of charges levelled against him and call upon him to submit his explanation in writing for each of these charged. The teacher shall be allowed time of one week from the date of receipt of the communication asking for his explanation. In the

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event of such explanation not being sent up within the said period of one week, the Manager may proceed in the matter without further delay.

6. Salaries to teachers shall be paid not later than the tenth of the succeeding month and the necessary stamped receipts obtained in the school acquittance roll.

7. The duties of teachers shall consist of teaching in classes, preparation of notes, supervision during play hours, supervision at school and public examinations, etc., and such other items of work as the headmaster of the school might from time to time allot to them. Teachers shall not undertake private tuition or any other extra work likely to be prejudicial to the discharge of their legitimate school work without the written permission of the Department on the recommendation of the Manager.

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വിദ്യാലയങ്ങൾ

* ശ്രീ. (സ്പീ) ശ്രീ. കെ. കെ. കണ്ണൻ: താഴെ പറയുന്ന ചോദ്യങ്ങൾക്ക് ബഹുമാനപ്പെട്ട വിദ്യാഭ്യാസവകുപ്പുമന്ത്രി സദയം മറുപടി പറയുമോ—

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